

I'm not an extrovert –would I be a good RA?

Absolutely! Our communities are filled with unique types of students and introverts are able to thrive in the role just as much as extroverts are. There isn't one set way to be successful so your different personality and approach is valuable and needed as we build our team.

What should I get involved in on campus to prepare for the RA job?

There are many experiences and organizations that you can get involved in that will prepare you for the RA role! The key is to pick a few opportunities that you are excited about and take advantage of the events and programs the groups have to offer. In your hall, you can get involved in Hall Council or apply to be an Office Assistant. We take many experiences into account including student involvement, employment and leadership roles. Check out <https://activities.osu.edu/> and <https://housing.osu.edu/get-involved/> to find ways to get involved.

Is attending an information session required to apply for the RA position?

While attending an information session isn't required, it's definitely encouraged! The session provides important information about the application process and also allows you to gain some perspective from current RAs, Assistant Hall Directors, and Hall Directors. Also, if you want to learn more about the role, feel free to reach out to any of the current staff.

What is the RA hiring process like?

- The RA hiring process for 2025-2026 begins when the new Resident Advisor applications opens on October 1st, 2024.
 - You will complete biographic information, and complete 2 essays on the housing portal.
- Applications will be reviewed throughout December and early January.
- All students' semester and cumulative GPAs are checked (required 2.5 or better), along with student conduct records.
- All notifications about continuation in the RA process are sent out in January prior to the end of the 1st week of classes.
- Students who are continuing on in the process will sign up for a 1 hour interview that will take place in late January 2025.
- Candidates will be notified of their status sometime in mid-February 2025. Candidates will either be hired into a specific building, offered an alternate spot, or will be in no further consideration.
- GPA check after the end of spring 2025, newly hired RA and alternates must still maintain the 2.5 semester and cumulative GPA at this time to begin the role.

References for the RA application:

The committee is no longer requiring references as apart of the application process.

What is the interview like?

Interviews will be held virtually, in late January. There will be one full-time Residence Life staff member and one current paraprofessional who will ask you questions about your skills and experiences related

to the RA position. The interview will last around 45 minutes and includes time for you to ask questions as well. The current staff will communicate closer to the date regarding whether interviews will be in-person or virtual.

What are the chances that I will get hired?

Each year is different based on our returning staff size. However, the process is competitive and more than 50% of those that apply will not be accepted. Please keep that in mind when making decisions. Do not wait to accept an internship, sign a lease (if you are eligible) or another job on the hope that you might be offered this job.

What should I do about housing if I apply for the RA role?

If you are a 1st year student and apply to be an RA, you will go through the reselection process as directed by Housing Assignments. Residence Life will notify Housing of your hired status once the process is complete; at that time your contract is canceled. If you are an alternate or not hired, you will still have your space available.

If you are a 2nd year or above, the RA application and Housing Renewal are two separate process. Applying for housing on campus does not increase your chances of being selected as an RA. If you renew to live on campus and you get hired, your contract will be canceled. If you renewed to live on campus and you don't get hired, you are bound by the Terms and Conditions of the housing contract.

It is important if you are living on campus next year that you pay attention to all deadlines and communications sent by the Housing Assignments Office.

If you are currently a 2nd year, intending to live off campus, and you don't get the RA job, you will need to arrange your own housing. You will need to make the best decision for yourself in terms of choosing when to sign a lease for apartments.

Will my pay stop over break periods?

RAs who work during the break periods will receive pay for their hours worked. All paychecks are issued based on bi-weekly pay structure. Please visit <https://busfin.osu.edu/buy-schedule-travel/payroll/paydate-schedule> to learn more about the pay cycle for bi-weekly pay checks.

Can I work an additional job during official break periods? (This includes winter and spring break only)

Because we do not remove RAs from the HR system over break periods, RAs are limited to 18 hours of additional work in any university position. As well, any RA working on call shifts may not work an additional job AND be on call at the same time.

I am a transfer student, can I be an RA?

Yes! But how and when will depend on when you are starting at the university. You must complete an RA application during the application period. We are always working a year ahead, so when you apply, you are seeking a position for the fall of the following year. Only admitted students with a last name and dot # can sign in and complete an application. If you are transferring in to OSU for the start of spring semester, you will need to provide the RA hiring committee with a copy of your official transcript showing your fall semester GPA and cumulative GPA by January 1st of the year. You must be attending OSU in the spring semester to be eligible to be an RA.

What if I am away for an academic reason during application process? (This includes study abroad, internships or co-ops).

We can almost always still complete the interview via zoom or phone if you are away from the university.

I am an alternate, what happens now?

As an alternate, you must maintain the required 2.5 GPA for spring semester and cumulatively. Alternates are not placed in any rank or order. When we have a spot open up, Hall Directors will review the whole alternate pool for the candidate that best meets their needs based on their community. Alternates can be contacted at any time. Each year is different so we can't predict how many alternates will receive offers, but we do have many each year that get a call. If you decline an offer while on the alternate list, you will be removed from the alternate pool for the year. You will be eligible to reapply in the next process.

What sort of time commitment is the RA position?

The RA position is contracted for twenty hours a week. Some weeks that commitment will go up, (move in week, move out week,) and is dependent on outside variables as well (crisis response etc.). Other weeks that commitment could be less. Ask any RA and they rarely have the exact same things happen week to week.

Am I able to be involved in other organization or jobs while holding the RA position?

You are able to participate in any organization or job for up to 8 hours a week outside of the RA position. There are some student organizations and Involved Living Organizations that, due to the high time commitment, RA's are unable to hold officer positions within the organization. However, unless the commitment rises over 8 hours a week it should not stop you from participating.

How does the building preference process work? Does where I currently live matter?

The building preference process is just that, a chance for you to list what buildings you prefer. However that does not guarantee you a placement in a building you prefer, or even one you currently live. . When constructing a staff, Hall Directors try and create a well-rounded staff that has a variety of strengths and skills. The preferencing list gives us an idea of who may be interested in a building, but there are many factors that are taken into consideration. Take the opportunity to research buildings before preferencing.

Are RAs on call all of the time? What is the on-call system like?

RAs are not on call for their buildings 24/7. The amount that they are on call depending on the size of their staff. When an RA is on call, they will be required to stay in their building from 7:00pm-7:00am. The RA/RAs on call will complete 2-3 walkthroughs of their building throughout the evening and respond to policy violations and/or crisis situations as necessary.

How often can I take time away?

All RAs are able to reside outside of the building for 10 nights a semester. All requests are submitted to and approved by the Hall Director to ensure proper building coverage. This includes holidays or special events, e.g. Fall Break, Michigan weekend, Thanksgiving, and other high profile football weekends, etc.

What is it like to work with the Hall Director?

Our all Hall Directors are master level staff who have been working with college students for some time. Your HD/HDs main goal is for you to succeed, develop, and grow as an RA. They are there as a resource for you, and you will have weekly meetings with them to ensure your success. You can also consult with them when you encounter situations as an RA where you need guidance, back up, etc.

What does academic year duty coverage look like?

To meet the needs of the residents who choose to stay over these breaks, RAs may be required to remain and fulfill job responsibilities (typically one RA per day, and RAs can volunteer for multiple days in a row). Typically, job functions are divided among the staff, so Resident Advisors are not asked to remain in the hall during the entire break. For this coverage, RAs will be required to stay on/near campus, respond to phone calls, and walk the building twice a day. Compensation will be provided for each day that the Resident Advisor is required to work during the break periods.

Compensation:

New RA compensation is as follows: free housing in assigned location and a discounted meal plan (40% of the value of the traditions meal plan). RA's also receive a small paycheck every two weeks and the amount varies from year to year.